

The most
significant
management
changes
April 2018



ANDERSON WILLINGER

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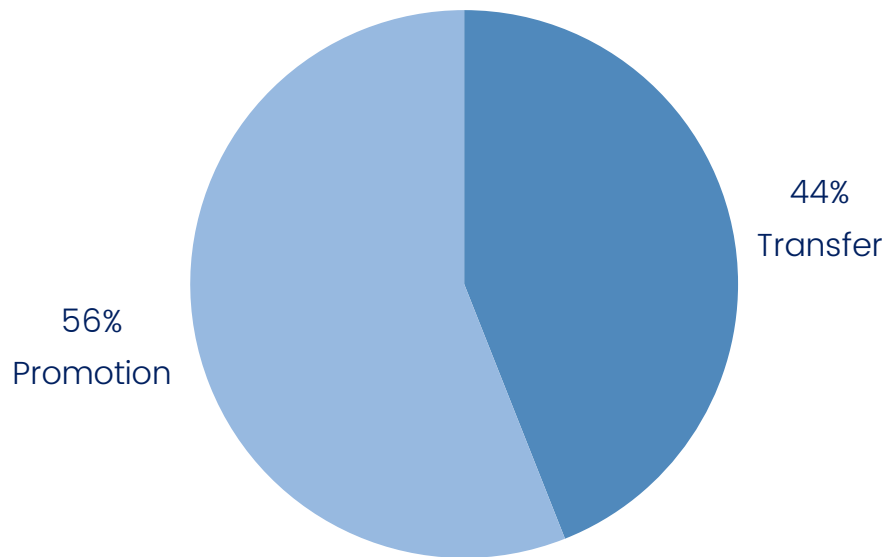
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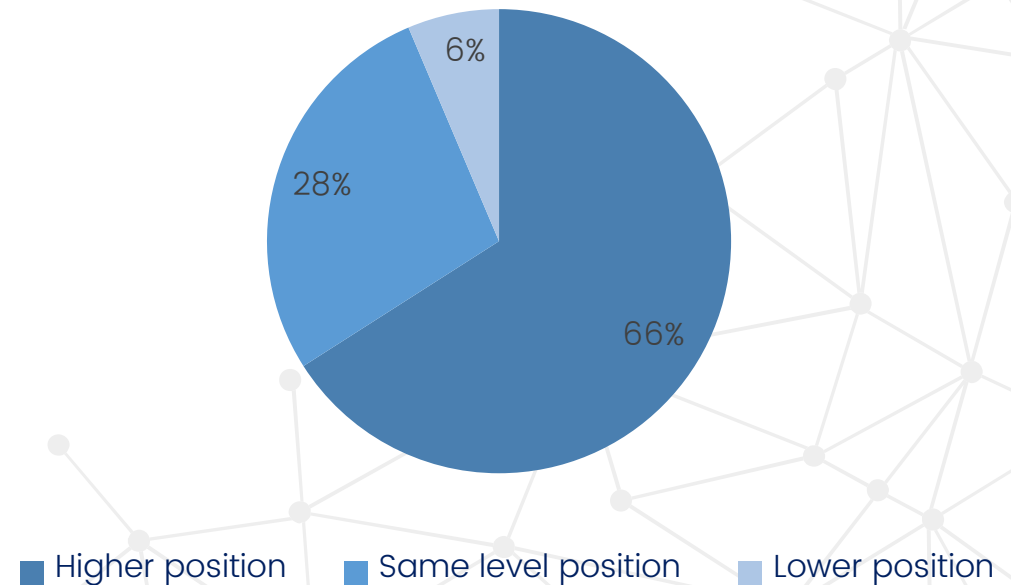
In total there were 50 Top Management position changes in April 2018.
22 transfers and 28 promotions.

There were 8 changes in CEO positions
17 changes in Top Management member's positions on board level
25 changes in Senior Management positions

TOP MANAGEMENT RATIO TRANSFERS VS. PROMOTIONS



WHAT MANAGERS HAVE MADE IN THE HIGHER POSITION, AT THE SAME LEVEL OR RECEIVED THE OFFER OF LOWER POSITIONS?



Top 8 new management transfers:

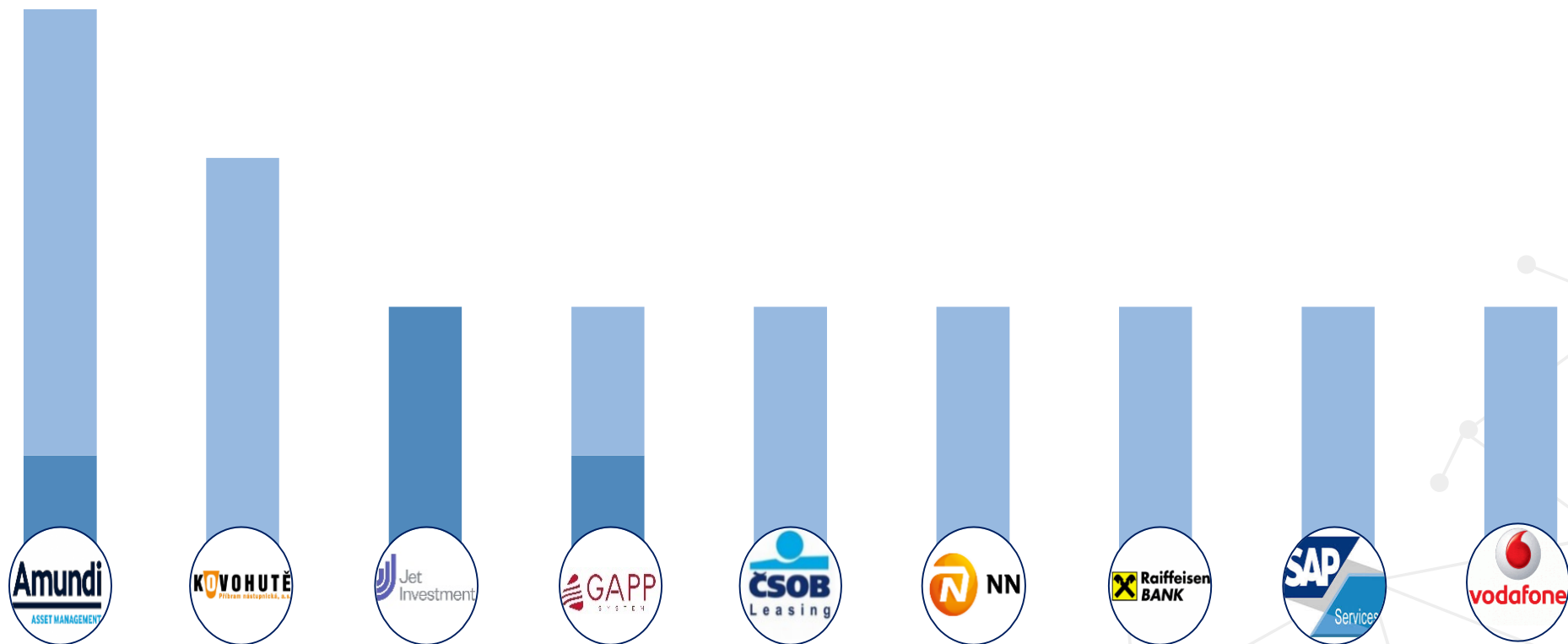
Company	Name	Position	Previous company
IPG Mediabrands	Jan Pfeifer	CEO	Media Marketing Services
Mindshare	Martin Hanzal	CEO	Xaxis
Wüstenrot Financial Group	Martin Hořčíčka	COO	NN
Škoda Auto	Marc-Andreas Brinkmann	Marketing Director	Audi AG
Becherovka	Jakub Loos	Marketing Manager	ClaimAir
Roche	Radka Pekelská	Head of HR	Moneta Money Bank
Lidl	Zuzana Baloghová	HR Operations Lead	DHL
NATLAND Group	Rudolf Rabiňák	Head of Treasury	Raiffeisenbank

Top 11 new management promotions:

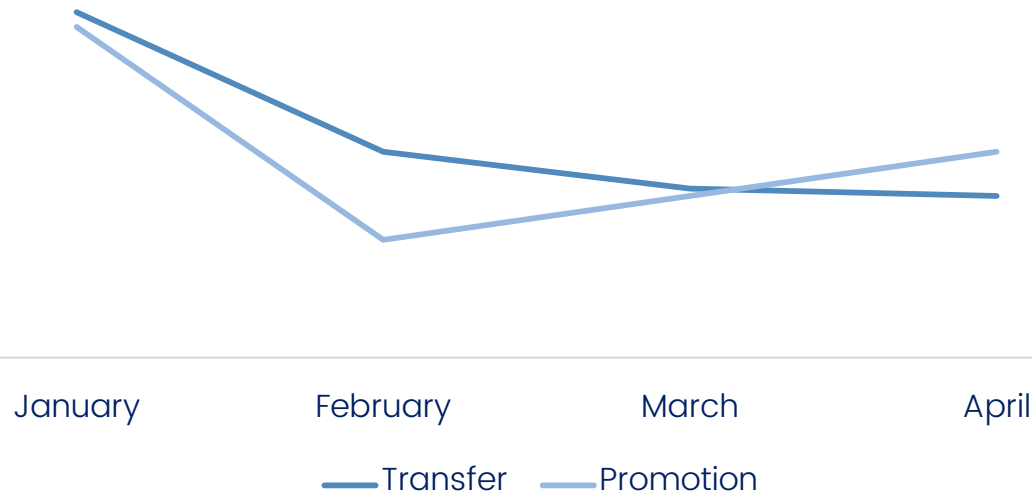
Company	Name	Position
Amundi	Franck Du Plessix	CEO
Advanced World Transport	David Kostelník	CEO
Publicis One	Tomáš Varga	CEO CE
Škoda JS	Vladimír Poklop	General Manager
ČSOB Leasing	Pavel Prokop	General Manager
NN	Mark Vermeule	Chief Risk Officer
Raiffeisenbank	Martin Stotter	Chief Risk Officer
Raiffeisenbank	František Ježek	Head of Division Corporate
ČSOB Leasing	Tomáš Korbas	Director Corporate and Bank Credits
Vodafone	Jonathan Rutherford	VP for Corporate Customers
ČSOB	Radek Hájek	VP HR

WHICH COMPANIES CHANGED THEIR TOP MANAGEMENT THE MOST?

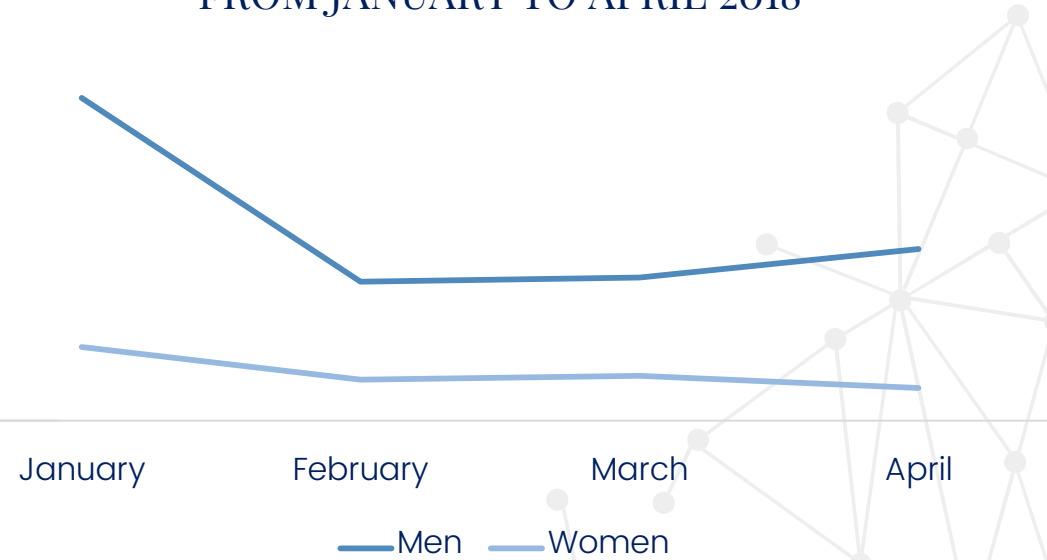
■ Transfer ■ Promotion



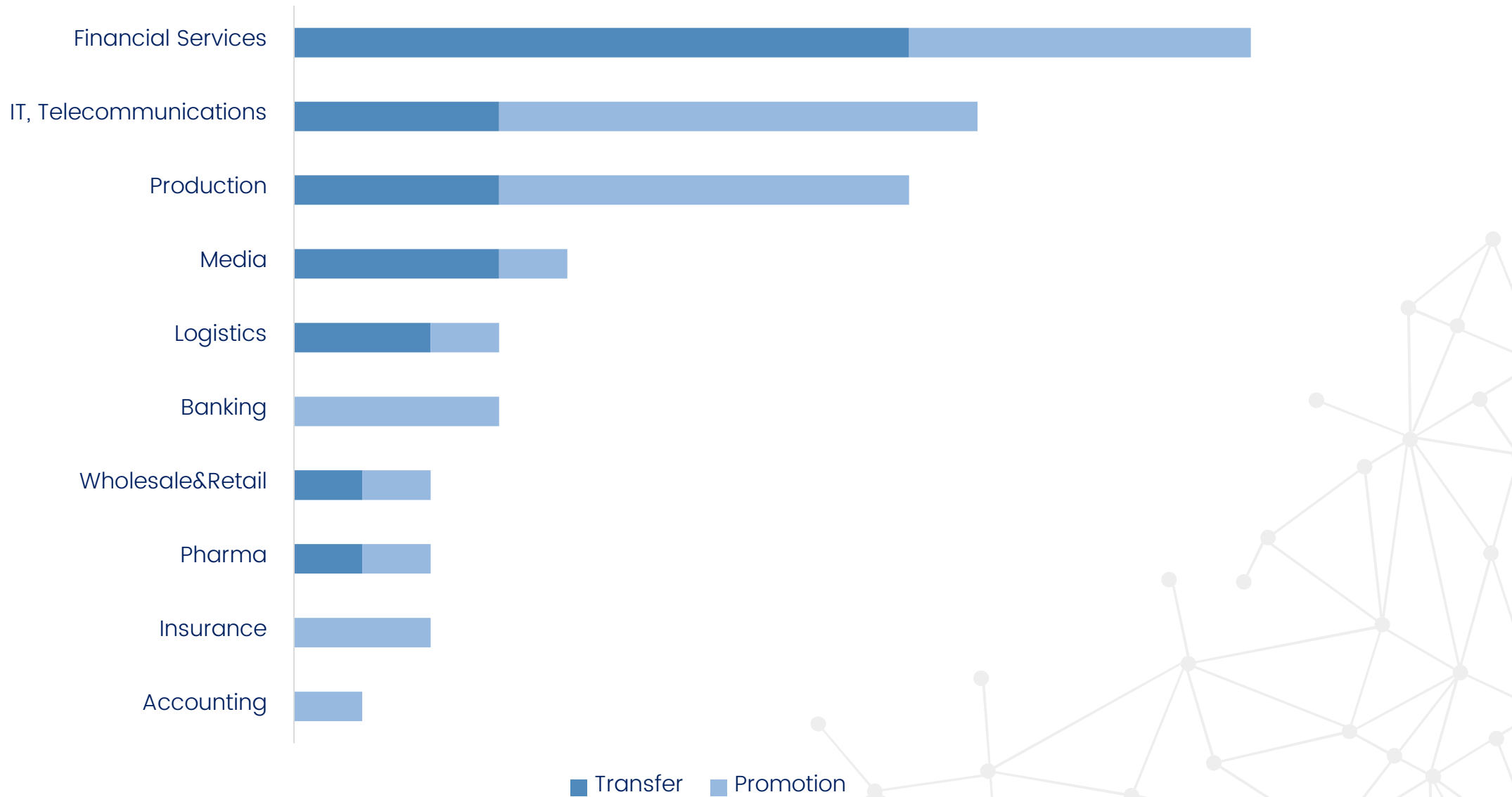
EVOLUTION OF TRANSFERS AND PROMOTION FROM JANUARY TO APRIL 2018



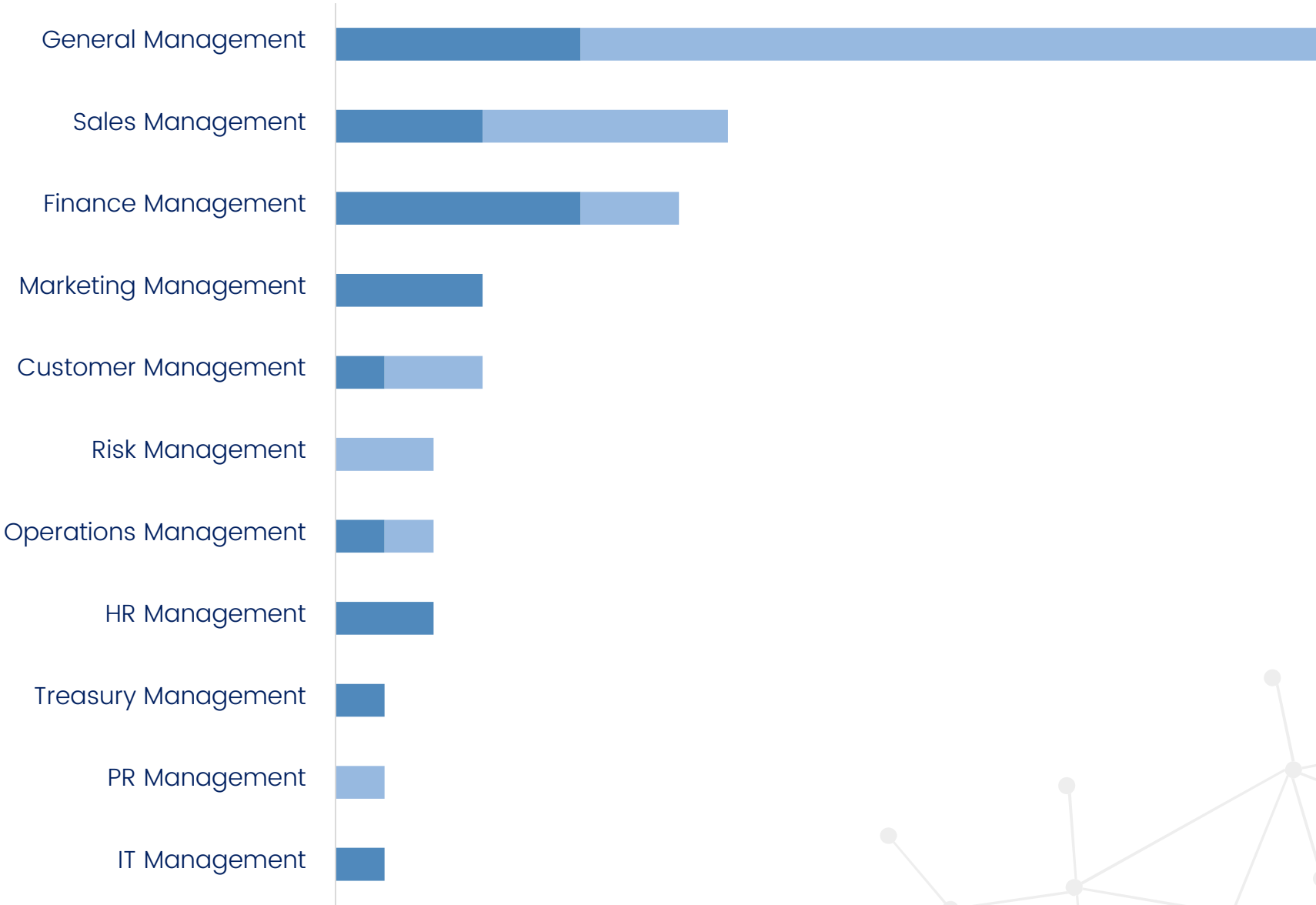
EVOLUTION OF MEN AND WOMEN CHANGES FROM JANUARY TO APRIL 2018



WHICH INDUSTRIES WERE MOST AFFECTED BY MANAGERIAL CHANGES ?



WHICH SENIOR ROLES WERE AFFECTED BY CHANGES THE MOST?



■ Transfer ■ Promotion

ANDERSON WILLINGER MARKET INTELLIGENCE

HOW CAN IT HELP?

We put it into the Data and People context. We associate Objectivity with Emotions for better business decision-making and your selection of key people.

Our Market Mapping and Business Intelligence is best suited If:

- you want to know who the best people are for you
- you want to compare of your managers to the market
- you want to make a personal reserve so you do not expect to have a new manager for 6 months
- you want to know which specific results have been achieved and by whom, how or why

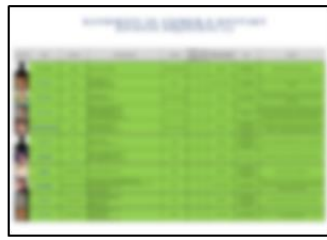
Do you want to know who are the top people you should know? Hire them now or in the future and what motivates them to work for your company and under what conditions.

Market Mapping output

Analysis and data summary



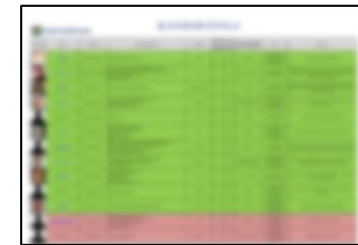
Candidates interested in contact by type of field



Organizational structure



Candidate profiles



We would like to introduce you 10min DEMO, please contact us (420) 222 71 84 91, 731 440 080, 731 440 101
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ANDERSON WILLINGER NEWS

The future of work is coming

Companies around the world, from technology start-ups to multinational banks leave **traditional system**, where senior managers manage and subordinate execute their orders.

Great power are given to a **small multi-functional teams that are self-governing**. It is called **agile method**. A modern, effective form of management that completely **changes the game**.

What it is?

And what does the Czech and Slovak **HR Directors think about it?**

You will find more: [Agile management in business and HR](#)

More information about Agility, new dates of seminars, please contact:

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ANDERSON WILLINGER

Anderson Willinger Group is one of the leading companies in the Executive Search and Career Management in the Czech Republic and Slovakia as well as a successful Executive Search company in Central and Eastern Europe.

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1. We have successfully deployed **more than 2.000 senior managers** in Cenral and Eastern Europe.
2. We have our own **unique product on market mapping**, with which we map out 7.000+ leaders, including their career and strenghts.
3. As the only Executive Search we have developed **our own evaluation tool** based on the Walt Disney strategy.
4. The first is to **select the candidate alsi** in terms of his/her compatibility with the existing client team and **the potential impact on his/her work performance**.
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